GOVERNMENT OF INDIA
PETROLEUM AND NATURAL GAS
LOK SABHA

UNSTARRED QUESTION NO:5873
ANSWERED ON:17.05.2007
TRANSFER POLICY IN ONGC
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Will the Minister of PETROLEUM AND NATURAL GAS be pleased to state:

(a) the transfer policy of officers, Deputy General Managers, General Managers in ONGC;

(b) whether various officers of ONGC from the rank of Deputy General Manager and above are working at the same place for the last many years particularly in Ahmedabad;

(c) if so, the reasons for not implementing the transfer policy in a proper way in ONGC offices and refineries situated in different States; and

(d) the steps taken by the Government for proper implementation of transfer policy in ONGC?

Answer

MINISTER OF STATE IN THE MINISTRY OF PETROLEUM & NATURAL GAS(SHRI DINSHA PATEL)

(;a) The transfer of officers is governed by Job Rotation and Transfer Policy (JRTP). With the implementation of organizational restructuring under Corporate Rejuvenation Campaign (CRC), senior positions in the company have been defined, along with their empowerment. Transfer of senior officers is therefore linked to availability of appropriate slots and work requirements. The policy provides for:

(i) The planned movement of employees from one job/station to another, so as to meet operational/administrative requirements and ensure employee career development,

(ii) Effecting of the transfers based on station seniority, work requirements, specific expertise, previous postings, north-east tenure, etc.

(iii) Executives below corporate level are expected to work in at least 3 work centres (including North-East) before their elevation to provide appropriate exposure for career development,

(iv) Normally, the employees qualify for consideration for transfer after completion of 3 years tenure (minimum) in the Northeast and 5 years (minimum) at other work centres. However, based on work operational requirements and individual requests, these periods may vary.

(b) Only one General Manager and fifteen Deputy General Managers (DGM) are working at Ahmedabad for more than five years, out of which, ten DGMs have been working for more than 7 years.

(c) Job Rotation and Transfer Policy is strictly followed for transfer of employees of ONGC.

(d) Transfer of employees in ONGC is governed by the Job Rotation and Transfer Policy.